

Pay Equity Program to be Partially Implemented

President Myer Horowitz announced last week partial implementation of the pay equity agreement for non-academic staff. He said that the agreement will be implemented for those non-academic staff in positions where salaries have either been downgraded or remain the same as a result of the recent job evaluation study.

In a letter to all non-academic staff, Dr. Horowitz also announced that implementation of the

agreement will be delayed for those non-academic staff in positions where salary ranges had been downgraded.

The President stated, "I have decided that the need to be fair to those individuals who deserve pay equity salary increases as of April 1 1989, outweighs the advantage of implementing the agreement for all staff at the same time."

Dr. Horowitz went on to say that "as soon as possible an amendment to the agreement to cover the delay

in implementation for those in the 'red-circled' category (positions where salary ranges had been downgraded) will be prepared by Personnel Services and Staff Relations and NASA (Non-Academic Staff Association)."

In the event that there are any problems with this new situation, Dr. Horowitz made it clear that resolution of them will be by joint committee in accordance with the agreement. □

From Personnel Services' Viewpoint . . .

Support staff who were originally told they would get increases because of job evaluation results will get their raises. And, support staff who were first told not to expect full negotiated salary settlements because of job evaluation results, will still receive this year's full salary settlement. This information was announced in a letter from President Horowitz to all non-academic staff on 14 March 1989.

Dr. Horowitz's letter referred to three types of employees: green-circled, white-circled and red-circled. Green-circled employees are those whose job evaluation results indicated their positions were underpaid. White-circled employees are those whose results said their positions were appropriately paid. Red-circled employees are those whose current or potential salaries are above the salary ranges assigned to their positions by job evaluations.

Green-circled employees will all get pay equity increases on 1 April 1989. Some white-circled employees will be paid from the new salary schedule on 1 April, but most will be paid from the old schedule until they are transferred to the new one on an adjusted anniversary date. There will be no adjustment to the salaries of red-circled employees. Salaries for temporary and trust employees are also not affected by the pay equity implementation.

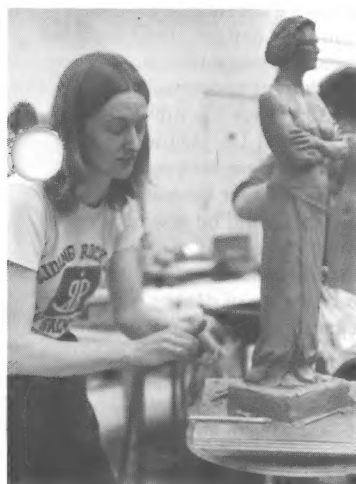
Employee information (EI) forms showing pay equity increases will be sent to green-circled employees by 28 March. White-circled

Continued on page three

FOLIO

University of Alberta

23 March 1989



Peter Box

A Feast for Fine Arts Fanciers

At noon on 2 April the doors of Corbett Hall will open onto a variety of creations for you to sample, savor, admire and enjoy.

It's the Faculty of Extension's 1989 Fine Arts Open House, an extravaganza of student drawings, paintings, ceramics, photography and sculpture. Demonstrations and short lectures (45 minutes) will also be prevalent.

University of Alberta

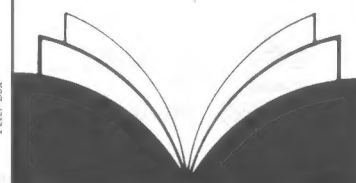


Peter Box

There's no admission charge for the afternoon. Call 492-3034 for complete details.

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- Suicide, andragogy thought-provoking subjects at CITL sessions
- 'Letters'
- McCalla Professor follows the economic side of the tube



Folio, 23 March 1989

CITL: Suicide: Life or Death in Academia

For Rosemary Hague (Educational Psychology), suicide among university students is not just an academic concern. It has touched her personally and professionally.

In the 8 March CITL (Committee for the Improvement of Teaching and Learning) session on the topic, Professor Hague shared her experience. A graduate student, with whom she'd grown close as she supervised her through courses and counselling units, finished her work, wrote her exams, received good grades, and then, two weeks later, drove out to a lake and committed suicide. Dr. Hague realized then how unprepared academics are about the whole issue of suicide, often misconstruing a cry for help as a 'good metaphor' and not able to support 'survivors'.

"We need to get in gear in terms of understanding," she advised. "Suicide is second only to automobile accidents as a leading cause of death of young people," she informed the group.

Statistics show that the rate in

Alberta ranks among the highest in Canada, that more women than men attempt suicide, and that more men complete the act, Dr. Hague said. She noted the alarming five-fold increase in suicide in the last decade among males 15-25 years old.

Dr. Hague dispelled some myths surrounding suicide. It's not true that people who talk about suicide are unlikely to attempt it, she stressed. When people state suicidal thoughts in any form, they must be taken seriously, she advised. Do discuss the issue with someone whom you think is at risk. "Sometimes it's the only way to confirm your suspicions and help them seek help," suggested Dr. Hague. As far as the idea that after one attempt, a person is less likely to attempt suicide again, just the opposite is true, she reported. "Seventy-five to eighty percent of completed suicides occur after a previous attempt."

People who attempt suicide *do not* clearly want to die, as many people believe, she said. "Most

people do not want to die, they do not want to go on in the same way . . . they want to escape an intolerable situation." And, she continued, you should not keep someone's revealed suicidal thoughts secret. "It's not worth the risk."

Dr. Hague distributed a list of behavioral characteristics and variables, which, if seen as patterns or in concentration, may indicate depression and be warning signs of potential suicide: frequent sleeping in class, reluctance to communicate, mood swings, inconsistent behavior, undiagnosed health problems or neglect of personal appearance, suspected abuse of alcohol and drugs, excessive absences, dropping of friends, lack of motivation or marked decline in grades.

"Sometimes we forget students are part of a social fabric," she added, indicating that family and financial concerns can increase stress in their lives.

Certain indicators are "too important to be ignored" even if only seen once, she insisted: for example, death themes in spoken, written and art works, sudden positive behavior changes following a period of depression, verbal statements about suicide plans.

Dr. Hague suggested that certain conditions and characteristics of university life can be dangerous for students at risk. "Students can have long-standing problems and these can become aggravated," she explained. "The students who come to us don't just bring an intellect, they bring a whole person," she stressed. They have spiritual and emotional needs for affection, security and significance, she continued.

University is a dramatic change from high school. Less frequent classes, less proximity to faculty and peers can heighten these needs, she suggested. Loss of contact and lack of support groups

can leave them vulnerable, she said. The increasing demands and pressures of university, she believes, aggravate feelings of failure, while the large size of the university, the lack of sense of community, are critical factors in promoting emotional isolation.

When people with a rigid view of themselves and others find their life fantasy threatened in a situation where the risks are elevated by certain factors, their disillusionment can lead to self-destruction, Dr. Hague explained. She discussed various studies which point out that many suicidal students are high achievers who voice anxiety over academic achievement and many internalize family and societal expectations.

Advice for faculty

Dr. Hague urged faculty to take action to deal with student suicide. "Connect with a student you're concerned about and broach the topic," she advised. Don't debate the 'moral issue,' remember you're dealing with a person in pain. Recommend professional help and share your concerns with the student's parents. If you sense imminent danger, don't leave the person alone, rather, accompany the student to counselling.

To improve the university experience, Dr. Hague suggested a buddy-system between seniors, freshmen and peer counselling. Large classes should be restructured, broken into smaller groups for discussion. Students and staff need to be aware of danger signals regarding suicide and support should be provided for 'survivors.' The helping professions need suicide prevention workshops and classes to increase awareness. And, she concluded, some departments should increase the number of female staff since female students may not want to discuss issues with male staff if they feel they've been hurt by men. □

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University
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Alberta

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Finnish Neuropsychologist Visiting

Seija Äystö, from the University of Jyväskylä, Finland, is visiting the Developmental Disabilities Centre (DDC) for the months of March and April. Dr. Äystö is a neuropsychologist who has studied neuropsychological correlates of information processing in brain-damaged and elderly people. Her studies in Finland support the model of cognitive processes that has been developed at the

University of Alberta by J.P. Das and his colleagues.

While on campus, Dr. Äystö is planning various research projects for Finland in cooperation with Professor Das. These projects will use the assessment and remedial programs developed at DDC.

Dr. Äystö can be contacted through DDC, 492-5100 or 492-4439. □

Research Is of the Essence for Kebarle, Orrell and Predecessors

An indication of the diffuse research activity long found in University of Alberta labs and offices is apparent in a brief review of the presentations made by recipients of the J. Gordin Kaplan Award for Excellence in Research (formerly called the University of Alberta Research Prize). Since the inception of Awards Night in 1982, audiences have learned about molecules (Ray Lemieux), terrorism and the law (L.C. Green), black holes (Werner Israel), literary biography (Norman Page), organ music (Gerhard Krapf), geotechnical activities (Norbert Morgenstern), the Roman Empire (Duncan Fishwick), enzymes (Neil Madsen), the aim of literature to please (Juliet McMaster), humankind's utilization of microbes (Donald Westlake), intelligence testing (J.P. Das), immunologic engineering (Erwin Diener), biology at the molecular level (Michael James), and literature's ability to give people the opportunity to get an insight into all ranges of emotions (Edward Mozejko).

For half of this year's program, Paul Kebarle will discuss "Tons in the Gas Phase - Ions in Solution. How the Two Fields Were Bridged: Implications and Applications." In the other half of the evening, John Orrell will take us on "The Quest for Shakespeare's Globe."

Professor Kebarle is renowned for his pioneering work on gas-phase ion-molecule equilibria. His studies, notes R.B. Jordan, Chair of Chemistry, have provided a large body of thermodynamic data which are being used in widely diverse fields such as upper atmosphere chemistry, radiation chemistry, solution ion-molecule research and electrochemistry.

The Professor of Physical Chemistry has been a member of

the faculty since 1958. He is an invited speaker at virtually every international conference which focuses on gas phase ion chemistry or the acid-base properties of molecules.

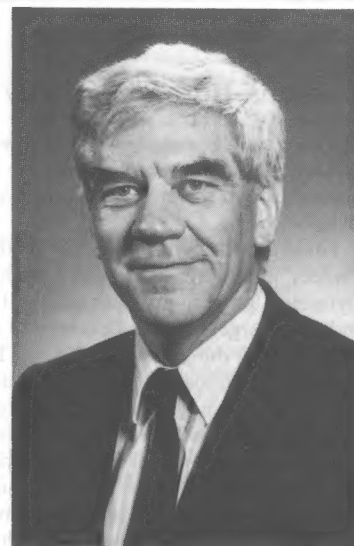
The Chemical Institute of Canada presented Professor Kebarle with its most prestigious award, the Chemical Institute of Canada Medal, in 1986.

Professor Orrell is a specialist in drama, with concentration on the history of theatre design. His position as Chairman of the Architectural Committee of the International Globe Centre in London qualified him as a principal design consultant for the reconstruction of the Globe theatre, a building now in progress in London.

Linda Woodbridge, Chair of English, describes the project as "one of the most exciting historical reconstructions ever built; the complexities of designing a building which is as accurate as possible historically but which can also be used as a theatre in the late twentieth century (with all the changed conditions of the modern world) are enormous."



Paul Kebarle



John Orrell

Born in England, Professor Orrell studied at Oxford and at the University of Toronto. He joined the University of Alberta faculty in 1961.

The Kaplan Prizes, named for the University's first Vice-President (Research), reward outstanding achievement in the general areas of the humanities and social sciences

and the sciences and engineering, respectively. The objective is to make truly outstanding research and scholarship visible outside as well as internally.

Awards Night will take place Monday, 3 April, at 8 p.m. in SUB Theatre. Everyone is cordially invited to attend. □

Students of Today, the University of Tomorrow

Students today are very different from the students of twenty years ago, Associate Vice-President (Academic) Dianne Kieren and her audience agreed, at a recent CITL session on "Andragogy and other myths about teaching adults in the University".

Dr. Kieren, leading the discussion in her part-time role as a faculty member in Family Studies, defined andragogy as "the art and science of the facilitation of adult learning."

Two decades ago, when she started teaching as a sessional, university students were 'young people' rather than 'adults', Dr. Kieren said. Faculty took it for granted that students came to university directly from high school, would finish their degree in four years straight without needing help from spring or summer sessions, were unmarried, and "didn't have much experience to hang a lot of concepts on." Motivation was largely external, "from the top down", and students were in awe of professors.

"We saw students as being 'groomed' in a systematic fashion for a professional role," Dr. Kieren said.

Wholesale Change

Today, the reality differs in virtually all respects.

There is a great range in age (17 percent of full-time students are more than 25 years old) and students come from a wide variety of backgrounds. They tend to be highly motivated and pragmatic. While many have distinct professional goals, others have no clear aim and need counselling and direction. The number of part-time students is growing (17.7 percent of students are part-time) and the time taken to get a degree is being spread over a longer period. Many students have family concerns and responsibilities; many have work responsibilities; and a number are returning to university to prepare for a second career or because their studies were interrupted.

"Often we approach our teaching with the first model in mind, and the assumptions and teaching strategies that go along with it," said Dr. Kieren.

A more productive approach would take into account the principles of andragogy, she suggested.

In the main, that would mean

assuming the learner is able to take responsibility for their own learning; is internally motivated by personal goals; comes to the learning task with a vast array of experience; and that the teacher/student relationship is more parallel than from the top down.

Teaching strategies would include a willingness to be challenged and to become "less of a presenter and more of a mediator—breaking the didactic mold and allowing the content to take over.

"We must look at the image we have of the teacher and the teacher's role," Dr. Kieren said. "It wouldn't do us any harm to get rid of half the material we present and ask the students to get it in some other way."

By 1992, the trend will be away from compulsory full-time attendance and towards the part-time student, Dr. Kieren noted. "If, as Marshall McLuhan predicted, the future of work will be 'learning a living', we will have to concern ourselves with making massive changes in the system. It will not be comfortable. We will have to ask for them and then fight for them." □

Personnel Services

Continued from page one

employees who begin being paid from the new salary schedule on 1 April will get EI forms by 10 April. The remaining white-circled staff will get letters by 10 April, stating their new salary amounts and when they will start being paid at this new rate.

All support staff will get the 1 April 1989 negotiated salary settlement when an agreement is reached.* □

() foregoing article was drawn from the latest issue of Personnel Services and Staff Relations' "Communications Bulletin."*

Letters

Lessons Inherent in Pay Equity Program

■ The disquiet produced by the recent "pay equity" exercise contains some important lessons for the University. The study contained two major problems in my view, one of style and one of substance.

Firstly, to deal with style, the method used to assess the "worth" of different jobs was a method best suited to a typical pyramidal structure of authority and responsibility in an industrial organization. This type of classification is not applicable to the university setting. There is little or no regard paid to skill, issues of finesse, the diversity of talents required and the independent judgment exercised to do the myriad of jobs required in a large research university. There is insufficient emphasis on individual responsibilities as opposed to structured responsibilities. As an example, I can use my own case, even if it involves an academic job. The comparison is valid.

My employment before I came here was as the Chief Metallurgist of a major metal fabrication company. I directly supervised 21 people, had a large number of official contacts with managers in other divisions and other companies within the group, and had direct responsibilities to three supervisors, one being the CEO. I was therefore classed as an upper-middle manager, with an appropriate salary and perks. Now, 10 years later, as a full professor I directly supervise one technician, and that only because I bring in enough funding to hire one on trust money. I have few direct responsibilities in a collegial environment. In the eyes of an industrial organization, I have very little responsibility and would have a low managerial ranking in comparison with the job I held a decade ago. After experiencing both situations, I can assure you that my present job is more demanding and 'unfiscally rewarding'. Non-academic staff face the same situation, which often involves working without direct supervision (or without supervising others), but which demands skills and responsibilities exceeding those demanded in a more structured environment.

The problem of substance with the pay equity proposal is that it includes an alteration of ranks and overall salary ranges which has nothing whatsoever to do with equivalence of gender in the workplace. Providing a more reasonable ranking of female-dominated jobs does not necessitate a change of any kind in the range of salary available for any given job rank, let alone a substantial number of them.

The issue of job assessment should have been fully debated and explored before the survey, and the method selected should have been designed for the University. Any overall changes in pay scales and increment structure should have been approached as a separate issue. The powers that be owe the University at large a detailed explanation by Faculty and support units of exactly how the exercise has changed the situation of all non-academic staff members.

B.M. Patchett

Department of Mining, Metallurgical and Petroleum Engineering

A Novel Way of Implementing Employment Equity

■ Further to the employment equity debate and the Editor's note in the 2 March *Folio*, I wish to propose a 'new approach'.

First let me say that I agree entirely with (tenured) Professor Tweedale's carefully written letter of 9 February. We must take whatever action is necessary to implement employment equity as soon as possible. Now clearly, as Professor Tweedale acknowledges, this implementation will involve the thwarting of *someone's* career aspirations. It seems to me that an appropriate way to show our gratitude to Professor Tweedale for reminding us of our duty in this matter would be to allow that honor to fall to Professor Tweedale himself. I propose then that the University undertake to accept Professor Tweedale's immediate resignation and to replace him with a woman. Given the selflessness and concern which permeates Professor Tweedale's letter, and the fact that my proposal will have *immediate* results (no waiting for positions to fall open this way), I do not doubt that Professor Tweedale will embrace my proposal with all the enthusiasm with which I embrace his.

I would of course willingly offer my own resignation, but unfortunately for the cause I am a PhD student still to enter the employment market.

Tim Dare

Department of Philosophy

Modicum of Exercise Could Constitute A Treatment for Cancer

Even a small amount of exercise slows tumor growth rate.

Moderate amounts of exercise may be effective in the treatment of cancer, says Vickie Baracos (Animal Science), who recently completed studies comparing tumor growth in groups of rats who did varying amounts of exercise. All the exercised rats showed dramatically smaller tumor growth than rats who did no exercise.

Dr. Baracos's work is the first to look at just how much exercise is necessary for beneficial effect. Previous studies of the effects of exercise on the incidence and growth rate of certain cancers only

compared sedentary rats with rats on marathon training programs.

Dr. Baracos put the rats on swimming regimens that gradually increased the daily exercise to varying levels, injected them with liver cancer cells, and measured tumor growth some weeks later. Consistently, tumors in the exercised rats were 15 to 45 percent smaller than tumors introduced at the same time into rats who did no exercise.

Exercise dramatically slowed tumor growth regardless of the rats' sex, regardless of whether the tumor was introduced before or after the exercise regimen began, and regardless of differences in the amount of exercise.

"You don't have to be an elite

athlete rat to get such a response," says Dr. Baracos.

She is cautious about the implications her findings may have for humans. More experimentation is needed to find out whether all types of tumors respond to exercise, and the amount of exercise needed.

"Still, it's a very promising line of study," she says. And unlike conventional cancer therapies, it's a treatment that doesn't have side effects.

A pilot study on humans who have been treated for lung cancer is now in progress in conjunction with the Cross Cancer Institute, and Dr. Baracos is applying for grants to support clinical trials.

The work is funded by the

National Cancer Institute of Canada.*□

*Reprinted from Research Report, published quarterly by the University's Office of Public Affairs.

Foster(ing) Good Relations

Foster N. Walker would like to offer his sincere apologies to all those who signed up to attend the 27 February CITL session, "The Student-Directed Class Enquiry". He was prevented by illness from directing the session, but hopes to address the same topic at a future CITL session.□

Profile: Gwen Zurkan, Clerk/Typist, Campus Security

Items that are lost and found on campus end up on Gwen Zurkan's desk. She admits she's continually amazed at what turns up. "We get everything in here. Name an item, I bet I've had it in here once or twice," she shrugs. "Keys are big, y, mitts, gloves, calculators, cheap to expensive, purses, wallets, ID . . . kettles, irons, \$300 ski jackets." The clothing items run the gamut "from socks to jock straps," she reports. "I get things like jeans and shirts . . . I'm wondering, if they're losing this stuff, what are people wearing out there!"

Once a week, Campus Security staff collect lost and found booty from buildings on campus. Zurkan and others issue receipts for the items, writing a corresponding entry in the property book, which staff check whenever someone comes in and fills out a lost property report. "My job is to try to match property to the owner," explains Zurkan, who also attempts contact by phone or mail. She enjoys the challenge of tracking down owners when she has only sketchy information to work with.

Zurkan's responsible for the goods, which are stored in a locked room, in cupboards stuffed full each month. (Bicycles go directly to the Edmonton Police Department.) "Property has a four-month lifetime nty in this office," Zurkan s. After that, clothes, jewelry and money can be claimed by the person who found them. Most items, however, including about 10

watches a month, from inexpensive digitals to \$400 Swiss timepieces, end up being sent to charities, "usually off-campus organizations . . . Goodwill, Win Houses, Edmonton Lions Club (for glasses)." Keys are an exception; they're destroyed. Zurkan confirms the value of the donations to agencies is high; for example, in October, she bundled off a staggering \$8,000 worth.

She's puzzled by the fact that although Campus Security advertises in *Folio* and *The Gateway* that it operates the lost and found service, many people don't enquire about their property. "I would never have guessed the magnitude of property people can lose and not bother to claim." Yet even expensive, unique items are turned in, she's discovered. "We had one bracelet, 18-carat gold; it weighed 75 grams. It was appraised at \$5,300." No one tried to recover it.

While running the lost and found takes up most of her time, she also keeps records on "occurrences" reported by Campus Security investigators, typing the files and cards on people involved, and keeps office statistics. She's really looking forward to having the system computerized in the near future.

A high school graduate from Kenora, Ontario, Zurkan has been on the job about nine years. Her excellent memory for names and dates has been a real plus, especially when helping colleagues recall data for investigations.



U of A Public Affairs

Bare cupboards in lost and found? That'll be the day, says Gwen Zurkan.

It's a friendly office, she says, and her sense of humor has left her open to good-natured teasing. "Once, when a porcupine was trapped on campus, it was deposited on my desk," she laughs. Zurkan appreciates appreciation, "getting thank-you notes when I return someone's property . . . thanks from the guys for a job well done."

Someone who loves to walk and enjoys people-watching, Zurkan says she's learned a lot on the job

about human behavior. "Rarely do we return appliances because people don't think anyone will turn them in," she guesses. People are tremendously surprised to find money still in their wallets when they're returned, she adds. Yet, not only big ticket items find their way to the office. A short while ago, someone brought in \$3 in cash. "It kind of reinforces your belief in human nature when people make an effort like that," she reflects. □

Fred Wah is New Writer-in-Residence

The Department of English announces the appointment of its 1988-89 Writer-in-Residence, Fred Wah. Wah is the author of 13 books of poetry, one of which, *Waiting for Saskatchewan*, won the Governor General's Award for Poetry in 1985. His most recent book is *Music at the Heart of Thinking*, published by Red Deer College Press in 1987. During his time at the University of Alberta, Wah will be working on several new collections of poetry and prose.

A founding editor of the poetry newsletter TISH in the early 1960s in Vancouver, and of the recent ionic literary magazine *Swift* (nt), he has also been an editor of a number of magazines in the U.S. and Canada. Born in Swift

Current, Saskatchewan, in 1939, Wah has lived most of his life in southeastern British Columbia, where he taught at David Thompson University Centre and at Selkirk College. As he says, however, he's "an Albertan now." In the summer of 1989 he will be taking up a permanent teaching appointment at the University of Calgary.

Wah has office hours in the English Department, where he is available (3-73 Humanities Centre) for consultation with the public.

Funding for this year's writer-in-residency was provided by the Canada Council, the Alberta Foundation for the Literary Arts, Alberta Culture, the U of A Alma Mater Fund, and the English Department. □



AWARD OF MERIT

1988

Presented to the Employees of:
UNIVERSITY OF ALBERTA

In recognition and appreciation of outstanding generosity to our community through support of the United Way of Edmonton and Area.

University of Alberta employees helped the United Way reach its \$7,000,000 goal. In a letter to Al Squibb, one of the employee campaign chairmen, William Newbigging, 1988 general campaign chairman, said: "The efforts of your employee group were commendable. I am pleased to include with this letter an Employee Merit Award. Please share it with each member of your team with the knowledge that it represents the outstanding level of your commitment and hard work."

McCalla Professor Probes Economic Aspects of TV Broadcasting

Colin Hoskins (Marketing and Economic Analysis) has been studying economic aspects of television broadcasting for 10 years. He finds the field interesting because television is the principal purveyor of popular culture, the average Canadian viewing about 24 hours a week. His earlier work has evaluated Canadian public policy in broadcasting.

"If you don't understand the economics of this cultural industry, you cannot produce effective regulations for the people in it to make money," he suggests.

American exports dominate television drama programming, resulting in concern about their influence on values and attitudes in recipient countries, reports Dr. Hoskins. Recently, he has been looking at the reasons for U.S. international market dominance and sustainability of its competitive advantage.

With a huge home market and an exportable "Hollywood" culture, U.S. producers can quickly recoup their initial investment, he explains. They're part of a mega-industry, estimates Dr. Hoskins, "The U.S. entertainment industry is second only to aerospace, in terms of a trade surplus—\$4.9 billion in 1986."

Dr. Hoskins has also been examining competitive strategies of non-U.S. producers, and during his McCalla Professorship year, he will study international joint ventures (IJV) in television programming, an increasingly important strategy. With an American partner, non-U.S. producers can gain access to the lucrative U.S. market, and even without an American partner, they can pool their resources to produce large budget features and guarantee access to their own domestic markets, Dr. Hoskins points out.

With Stuart McFadyen, Dr. Hoskins plans to develop a theoretical model of IJV activity, examine Canadian case histories and construct and analyze a data base on IJVs in television program production. It's a relatively new phenomenon, he explains. "The information just doesn't exist."

The conceptual framework of his study can apply to other products sharing salient characteristics with TV programs, suggests Dr. Hoskins. One characteristic is that the cost is largely unaffected by the number of consumers within a given market or even the number of markets. Products such as pharmaceuticals, computer software, aerospace technologies, consulting services; "any product where a lot of the cost is making the first unit," are all examples, he explains. The work is germane to fields with a high research and development component, those requiring high levels of initial knowledge and background.

Another characteristic of TV programs, which Dr. Hoskins notes, is the discounting of their value due to cultural barriers as the programs cross international boundaries. The role of IJVs in lessening this 'cultural discount' and facilitating market access ("because more than one partner contributes ideas,") is applicable to any product for which consumer tastes differ between countries, he maintains.

Dr. Hoskins plans to submit a paper to international business and communications journals and, eventually, the year's research will contribute to a book on the international market for television programs.

Dr. Hoskins joined the University of Alberta's Faculty of Business in 1966. He received his BA and PhD in economics from the University of Manchester. □

Berg Inducted Into Alberta Agriculture Hall of Fame



Roy Berg

On 10 March, Roy Berg, Dean of the Faculty of Agriculture and Forestry from 1982-87, was inducted into the Alberta Agriculture Hall of Fame. The Hall of Fame was created to recognize men and women who have made outstanding contributions to rural life and agriculture and is located in the J.G. O'Donoghue Building in Edmonton.

A reception to honor Dr. Berg will be held in the 5th Floor Lounge of the Agriculture-Forestry Centre on March 29 from 3:30 to 5 p.m. □



Shari Saunders and the evolution of modern humans exhibit. The Heritage Intern Program is funded by the federal government. Other HIP interns on campus are Craig Daniels, with the Parasitology Collection, and Lou Morin, with University Archives and Collections.

Getting Down to Cases

New exhibits are sprouting up on the main floor, east wing of the Tory Building.

Museum intern Shari Saunders has designed, developed and installed three exhibits for the Department of Anthropology as part of her practicum in the Heritage Intern Program (HIP).

Since March 1988, the Department of Anthropology Collections has provided her with a practical forum for the application of theoretical principles taught by the Alberta Museums Association and Grant MacEwan Community College.

HIP has expanded Saunders' museum experience which was gained as a graduate student with the Department of Classics. HIP's year-long program allocates 75 days for classroom training; the remainder of the time is spent working with a specific museum in the Edmonton area. Training includes museum management, fundraising, conservation and storage of artifacts, volunteer management, and, of course, exhibit design.

The three exhibits are part of a larger exhibition aimed at emphasizing and promoting staff and graduate student research and

stimulating interest in the study of anthropology. Each researcher contributes information about a subject, while Saunders provides the design expertise.

The first two cases deal with the earth's evolution (botanical, invertebrate and vertebrate specimens were supplied by the University's Paleobotany and Paleontology Collections).

The third case traces the evolution of modern humans from the australopithecine and *Homo* lines. Fossil casts from the Department of Anthropology's collection add a third dimension to the exhibit.

Future exhibits will include such topics as forensic anthropology, environmental anthropology in Canada's north, new world archeology, primatology, ethnoarchaeology and native crafts.

The expected date of completion for the entire project is December 1989.

Although her year-long practicum has just ended, Saunders continues her work with the financial support of the University/Community Special Projects Fund, the Alma Mater Fund, and the Department of Anthropology. □

Political Theorist Stokes the Liberal/Communitarian Debate

In the third of the Faculty of Arts' "Beyond Boundaries" lectures on 10 March, Charles Taylor, an eminent political theorist from McGill, spoke on "Cross Purposes: the Liberal/Communitarian Debate," exploring issues current in political philosophy circles.

Communitarianism is a liberal position in this debate is "procedural liberalism", a form "concerned with redistribution and also with individual freedom and rights," explained Professor Taylor. According to this concept, "liberal society ought not to be committed to or entrench any particular concept of the 'good life' . . . but rather ought to define itself with the notion of the 'right' over the 'good,'" he elaborated. (In philosophy, an action is the 'right' thing to do, while the 'good' is the end or goal of that action.)

In this notion of society, he continued, "what is crucially important are not goals that society seeks, but rather the procedures it adopts to establish the goals."

Communitarians attack those who hold this position, he said, because the concept does not provide adequate place for the role of community. They adhere to a central notion of the 'good,' with emphasis on citizen participation in self-government.

The two sides are arguing at cross purposes, claims Professor Taylor, because they have failed to distinguish between ontological and advocacy issues, which are separate but related, and have therefore neglected to raise some interesting and critical questions.

The terms 'atomist' and 'holist' are used to define the two sides of the debate on an ontological level, he said. The atomist position argues that "to understand society you have to understand it in terms of the component individuals," while the 'holist' stance maintains that when you want to discuss society sometimes you cannot break it down. "Communitarians have accused the liberals of being atomists, while they uphold a holist view," Professor Taylor asserted.

Advocacy issues—"what kind of society, of policy people want to advocate"—are a different matter, he suggested, placing people somewhere along the continuum between 'individualist' and 'collectivist' poles. Atomists are not necessarily always individualists, Professor Taylor argued.

Cross-over positions are possible, for example, 'holistic individualism,' he suggested.

The two levels of debate are

related, though, he added. "The ontological position helps to set the terms for advocacy." However, he stressed, when the two levels are confused, some interesting questions are obscured. The two he raised concerned the degree of viability of this form of liberalism and its ethnocentricity as an American model.

Many communitarians challenge the viability of procedural liberalism, said Dr. Taylor. They adhere to the republican thesis, which states that the essential bulwark of a free society is "patriotism", a situation in which citizens identify with being active members of a free society. According to this thesis, "a society to remain free has to be bonded in this form," explained Professor Taylor, adding that the "patriotism" involves "a sense of belonging to a certain community with a certain history." This kind of relationship of the individual to the society is not accommodated by an atomist ontology, he maintained, one which many procedural liberals hold. If the republican thesis is right, he asked, does that show

that procedural liberalism, which says that society ought to function without any common idea of the 'good' life, is not viable, since republican societies have been built on the assumption that the life of the active citizen participant is the 'good' life?

Professor Taylor suggested procedural liberals could respond by proposing that their thesis too has a basis of identification and citizen dignity, one "defined around the principle of the 'right', the rule of law and equality as against the focus of citizen participation and self-rule." The model of bonding is based on strategies such as judicial retrieval of rights, lobbying and protests, he explained. "It comes close to describing what has happened in the U.S.," he observed. "You have an evolution towards the rights retrieval model and away from the citizen self-rule model," noting a decline of participation in elections without a fall in the number of people participating in these other strategies. The issue of viability comes down to whether or not a believable notion of citizen dignity

defined in terms of rights retrieval can be sustained or will the sense of bonding be lost. He offered no answers, but suggested that because the ontological and advocacy levels of the debate have not been sorted out, viability has not been properly discussed.

He is convinced however, that procedural liberalism is ethnocentric. "This picture of a procedural republic in which all notions of the common good are bleached out could only apply to the American case," he asserted. The procedural liberal model just is not applicable in Canada. "In our political culture, the society functions on a much richer common notion of the 'good' including citizen participation," he argued. However, the issues raised are significant, he believes. "The question of whether the American republic can operate on the notion of citizen dignity based on the procedural liberal model has world historical consequences," he concluded, "but it's not the terms in which we can discuss liberal society here."□

Graduate Student-Supervisor Relationship

Getting Expectations Up Front a Must

The Graduate Students' Association and Student Counselling Services sponsored a one-day symposium last week on optimizing the relationship between graduate students and their advisers.

Panel participants included graduate students, faculty supervisors, and representatives from related campus offices. Along with tips to help students choose compatible supervisors and enhance their chances of success, certain perspectives surfaced repeatedly.

One theme was the importance of early discussion and agreement on mutual expectations, since conflict often arises from assumptions about such matters. Students should be sure that their supervisors spell out exactly what is required—and what is offered—in program requirements and in the working relationship, and students should check their own expectations with the supervisor. Expectations should be updated periodically as the

student progresses, and the supervisor should provide annual written feedback on that progress.

Underlying that recommendation is another theme that surfaced repeatedly: the quality of the relationship depends on the quality of the communication. Free and open communication about important working issues is essential to keep the relationship clear; a degree of communication that is not work-related is important too, to help the relationship withstand normal changes and stresses.

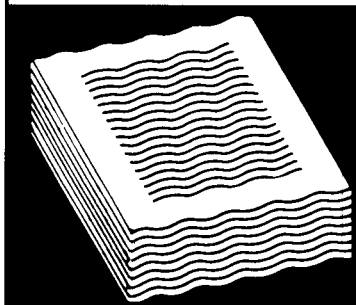
Solving problems before they reach the appeal stage was a third refrain in the speakers' comments. Conflicts between students and supervisors are best solved informally, using departmental resources for assistance when necessary. The formal appeal should be a last resort, as it usually results in a lose-lose outcome, often with long-term career damage.

Jim Thompson (Associate Dean, Faculty of Graduate Studies and

Research) emphasized the value of the supervisory committee in supporting and extending the student-supervisor relationship. He said, "I would suggest to you that 95 percent of the problems . . . would not arise if the students had a functional supervisory committee that met on a regular basis."

John Young (Student Adviser, Office of the Dean of Student Services) offered two pieces of comprehensive advice. First, he said, students should read the Calendar and other legal documents so they know all their rights and responsibilities. Second, he said, the student should realize that "Your professor has never been taught what is necessary to be a good professor in terms of a professor-student relationship. . . . Sometimes you have to educate that individual in terms of what you see as an important relationship, or what you want out of it."□

Currents



Campus Reviews

As part of the process of carrying out systematic reviews under the guidance of the President's Advisory Committee on Campus Reviews (PACCR), the Department of Mechanical Engineering is completing the self-study phase of the review process. The other major phase of the process is the site visit and assessment by the Unit Review Committee on 3, 4, and 5 April.

In preparation for this second phase, PACCR invites written comment prior to 3 April. Submissions are for the use of the Unit Review Committee and will be held in confidence by the members of that committee.

Submissions should be sent to: Mrs. Shirley Moore, Coordinator, PACCR Office, W4-13 Chemistry Building, Attention: The Mechanical Engineering Review Committee.

Improve Performance in Life Skills

Ask the Faculty of Extension about seminars/workshops in assertion training for professionals, public speaking, and building communications. For information or brochure, please call 492-5069.

Book Sale

The Library system is holding a book sale on 29 and 30 March. The sale will

take place from 9 a.m. to 4 p.m. in the Norma Freifield Reserve Reading Room, 1-24 Cameron Library.

Bookstore Inventory

The Bookstore will be closed for year-end inventory 30 and 31 March, and 1 April. The Bookstore will reopen on 3 April.

Faculty Women's Club Coffee Party

The Faculty Women's Club is holding a coffee party for former executive members, on Wednesday, 29 March, in the Heritage Room, Athabasca Hall, from 10 to 11:30 a.m. Former executive members are asked to call Lorraine McDonald at 435-5456 or Joan Mis at 458-6345.

Wine and Cheese Reception for Library Grads

The Library Science Alumni Association will honor Class of 1989 graduates at a wine and cheese reception. Date: Saturday, 1 April. Time: 2 to 4 p.m. Location: Faculty Club. Price: \$5 (students), \$10 (non-students). Tickets available from: Kit Wilson, 492-3780, Jeannine Greene, 492-5998, Judy-Lynn Downey, 492-4578.

Women Volunteers Required

Women volunteers (45 to 55 years) are invited to participate in a study comparing taste perception and dietary intake of women with and without breast cancer. In particular, volunteers without breast cancer are needed. If interested, telephone Holly Ames at 492-7674 or 487-7626.

'The Works' Looking for Volunteers

Downtown Edmonton will be transformed into "The Works: A Visual Arts Celebration," from 23 June to 5 July. Volunteers are needed to fill a wide variety of positions.

Call the volunteer coordinator, Valda Roberts, at 426-2122 to be a part of the excitement.

John King Gordon: An Appreciation

Those of us with nostalgia for the University of Alberta in the sixties are saddened by news of the death, 24 February in Ottawa, of John King Gordon. King was a national treasure and most certainly a national resource. It is difficult to believe that this person who was so young and vigorous in thought and action was 88.

John King Gordon came to the University of Alberta in 1962 fresh from his careers as an international servant of the UN, as a journalist, editor, broadcaster, teacher, and political activist. He became part of a group of people at this University who had wide ranging experience of international affairs and around whom, it was hoped, an international institute would be formed. Alas, that did not happen, but the flavor of campus life here in the sixties was rich with debates about international issues. Whether through teach-ins, demonstrations, seminars, or conferences, international issues were kept before us. One of the key—if not the key—movers and shakers was John King Gordon.

Of course his contributions were not just campus centred; the United Nations Association, the Canadian Institute for International Affairs and others benefited from his active presence in Edmonton.

Moreover, his role in a series of Banff summer conferences on International Affairs was major. In addition, he was involved with the Canadian University Service Overseas (CUSO) that had only recently been formed.

Nor did he lose sight of national issues. During his time as Acting Chairman of Political Science, King hosted, among others, Rene Levesque on his first visit to the University of Alberta.

King had the ability to discuss complex international issues in simple terms and to view them in a pragmatic way. Some, who preferred abstract models and euphemisms, thought him dated in his approach, but King's appeal was to the public—raising awareness of the world and of Canada's position in it.

When King left Edmonton toward the end of the sixties our international spirit was diminished. John King Gordon, and his colleagues from those days, left us a legacy, a legacy that we would do well to cherish and to build upon.*□

*Brian Evans, who submitted this article to Folio, was Assistant Professor of History during John King Gordon's time at the University of Alberta. Dr. Evans is now Associate Vice-President (International Affairs).

Himka Awarded Antonovych Prize

John-Paul Himka (History) was awarded the 1988 Antonovych Foundation prize for his book *Galician Villagers and the Ukrainian National Movement in the Nineteenth Century*. The 432-page study was published by the Canadian Institute of Ukrainian Studies, University of Alberta, in association with Macmillan Press, UK, and St. Martin's Press, New York. The prize, which consists of a citation and the sum of \$5,000, is awarded annually by the Omeljan and Tatiana Antonovych Foundation (Washington, D.C.) to the author of an outstanding work in any language on a topic of Ukrainian studies. The award will be presented at a formal ceremony in May at Georgetown University, Washington, D.C.

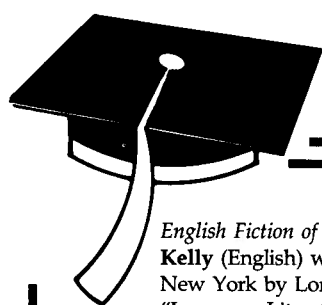
The first case study of how the East European peasantry was drawn into national politics, *Galician Villagers and the Ukrainian National Movement* focuses on the period between 1772 and 1914.

From first-hand testimony by peasants and rural notables, it demonstrates that the peasants' political consciousness was forged by serfdom and reforms initiated by the state and the penetration of a money economy. The book is the result of extensive original work in archives in Lviv, Ukraine.□

Six Phases to a Project

Enthusiasm
Disillusionment
Panic
Search for the guilty
Punishment of the innocent
Praise and honor for the uninvolved.

Source: Jim Parker, Director, University Archives and Collections, to his colleagues on Administrative Council.□



Activities

English Fiction of the Romantic Period 1789-1830 by Gary Kelly (English) will be published this month in London and New York by Longman. It is a volume in the 47-volume "Longman Literature in English Series" . . . Richard Wan (graduate student, Civil Engineering) has recently been awarded the first Robert J. Melosh medal for the best paper presentation at the Finite Element Symposium held at Duke

University, North Carolina, on 25 February. Wan was also the winner at the "Research in Progress Competition" at the annual conference of the Canadian Society of Civil Engineering held last year in Calgary.

He is supervised by D.H. Chan and N.R. Morgenstern. Administrative and Professional Officers Laraine Strafford, Assistant Dean, Faculty of Agriculture and Forestry, and Susan Peirce, Director, Alumni Affairs, have been selected for participation in the 1989 University Management Course. The course is co-sponsored by the Canadian Association of University Business Officers, the Association of Universities and Colleges of Canada, the Canadian Society for the Study of Higher Education, and the Corporate-Higher Education Forum. It will be held at the Banff Centre in June.

Talks

Faculty of Arts

23 March, noon. Norman Yates, "The Changing Centre: Style or Substance?" Stollery Centre, Business Building.

Hillel Jewish Students' Association

23 March, noon. A lecture ("The Various Dimensions of a Secular University") and luncheon with President Myer Horowitz. 270A Students' Union Building.

Boreal Institute

23 March, 12:30 p.m. Patrick Moore, Yukon Native Languages Program, "From Ethnography to Ethnology: The Importance of Cross-Cultural Comparison in Studying the Tea-Dance of Northern Alberta." 14-6 Tory Building.
28 March, 12:30 p.m. Dennis Wall, Alberta Education, "Decision Making in Northland School Division in the Context of Alberta Government Native Policy." 14-6 Tory Building.

Soil Science

23 March, 12:30 p.m. M. Zhang, "Seed P Concentration and its Influence on Seedling Growth and Yield." 2-36 Earth Sciences Building.
30 March, 12:30 p.m. C.J. Warren,

"Stability of Smectite Clay Minerals in Extremely Acidic Soil Environments." 2-36 Earth Sciences Building.

English

23 March, 12:30 p.m. Karen MacCormack will read from her poetry. L-3 Humanities Centre.
28 March, 1 p.m. Fred Wah, writer-in-residence, will give a public reading. L-3 Humanities Centre.
28 March, 4 p.m. Gary Kelly, "Feminized Revolution/Revolutionary Feminism." L-3 Humanities Centre.

International Centre

23 March, 12:30 p.m. Edith and Jerome Taylor, "Culture, Religion and Village Life in Bhutan."
28 March, 12:30 p.m. "Ile à la Crosse"—a video which looks at the community development program initiated by members of a Native community in Saskatchewan.
29 March, noon. Greg Brandenbarg, "Rural Community Development in Burkina Faso."
30 March, 12:30 p.m. "Power and Partnership: The Church and Development in Zimbabwe"—a film which looks at how partnerships are formed between organizations in Canada and developing countries, using the example of a project administered through the Inter-Church Fund for International Development.
31 March, noon. Alison Rigby will give a demonstration of Caribbean cooking. All events in 172 HUB International.

Nursing, Anthropology and Physiology

23 March, 3:30 p.m. Wei Bei-hai, director, Beijing Research Institute of Traditional Chinese Medicine, Beijing, China, "The Fate of the Barefoot Doctor Program in China: Possible Lessons for Health Care Delivery in the Canadian North." 14-6 Tory Building.

Entomology

23 March, 4 p.m. A.T. Whitehead, Department of Zoology, Brigham Young University, Provo, Utah, "Electroantennograms of Mountain Pine Beetles." TBW-1 Tory Breezeway.
30 March, 4 p.m. Jean Lacoursière, "Behavioural Hydrodynamic Studies: Who Cares?" TBW-1 Tory Breezeway.

Art and Design

23 March, 5 p.m. Anthony Caro, contemporary British sculptor, will present a slide lecture on his work. B-1 Tory Lecture Theatre.

Library and Information Studies

28 March, 9:30 a.m. Paul Morgan, Bodleian Library, Oxford, "Editing the Short-Title Catalogue 1475-1640." 3-01 Rutherford South.

Anthropology

28 March, 3:30 p.m. Shusuke Yagi, "Let's Prepare for the 1990s—Advice for Anthropology Students." 14-6 Tory Building.

Alberta Heritage Foundation for Medical Research

28 March, 4 p.m. David Morse, postdoctoral fellow, The Biological Laboratories, Harvard University, "Control Over Bioluminescence in the Marine Algae *Gonyaulax*." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.
4 April, 4 p.m. Howard Kaplan, assistant professor, Department of Biochemistry and Molecular Biology, M.D. Anderson Cancer Center, University of Texas, "Studies on Oligosaccharyl Transferase: The Central Enzyme in the Pathway for N-Linked Glycoproteins." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

Literary Theory Lecture Series

28 March, 4 p.m. Donald Bruce, "Literature, Models and Field Theories: The Search for an Elusive Unity." 5-20 Humanities Centre.

Plant Science

29 March, 11 a.m. John T. Slykhuis, "Adventure into Cereal Virus Research." 1-06 Agriculture-Forestry Centre.
31 March, 11 a.m. George N. Oldfield, Department of Plant Pathology, University of California, Riverside, "Eriophyid-Mite Transmission of Fruit-Tree Diseases." 4-10C Agriculture-Forestry Centre.
31 March, 12:30 p.m. S. Boyetchko, "Mechanisms of Plant Growth Promotion by Rhizobacteria." 1-06 Agriculture-Forestry Centre.
3 April, 11 a.m. Thomas Oddie, "The

Effect of Companion Cropping and Herbicide on Growth of Three Cultivated Grass Species." 5-22 Agriculture-Forestry Centre.
6 April, 12:30 p.m. R.J. Howard, head, Crop Protection and Utilization Section, Alberta Special Crops and Horticultural Research Centre, Brooks, "Research on Verticillium Wilt of Alfalfa." 723 General Services Building.

Forest Science

29 March, noon. D.M. Bennett, R.P.F. Forest Engineering Research Institute of Canada, Western Region, "Latest Technology in Forest Harvesting—A Review of Current Feric Project Work." 4-1 Mechanical Engineering Building.
5 April, noon. Mike Quinn, "Factors Regulating the Breeding Population, Reproductive Success and Mating System of House Wrens (*Troglodytes Aedon*) at Beaverhill Lake, Alberta." 4-1 Mechanical Engineering Building.

Genetics

29 March, 4 p.m. John Rossi, Department of Molecular Genetics, Beckman Research Institute, City of Hope, Duarte, California, "The Use of Gene Fusions to Study Pre-mRNA Splicing in Yeasts." G-217 Biological Sciences Centre.

Applied Mathematics Institute

29 March, 4 p.m. W. Israel, "Black Holes: The Inside Story." 657 CAB.

Boreal Circle Society

29 March, 8 p.m. Ian and Margaret MacLaren, "In Franklin's Footsteps: Following the Route of the First Expedition of 1821." Lecture Room, Provincial Museum.

Geology and the P.S. Warren Geological Society

30 March, 11 a.m. Peter Meehan, Husky Oil, "Amauligak—From Discovery to Delineation." 1-04 Earth Sciences Building.
3 April, 11 a.m. Naresh Kumar, distinguished lecturer for the American Association of Petroleum Geologists, "Development Geology of Giant Fields on Alaskan North Slope—Key to Successful Reservoir Management." 1-04 Earth Sciences Building.

Limnology and Fisheries Discussion Group

30 March, 12:30 p.m. Robin Liley, Department of Zoology, University of British Columbia, "The Evolution of Behaviour in the Guppy, *Poecilia Reticulata*." M-149 Biological Sciences Centre.

Economics and Sociology

30 March, 2 p.m. David Foot, University of Toronto, "The Inevitable Surprises: Demographic Change and Public Policy in Canada." TBW-2 Tory Building.
31 March, 3 p.m. Yukio Noguchi, Department of Economics, Hitotsubashi University, "International Implications of

Replenishment of GFC Standing Committees 1989-90

The terms of office of a number of staff members serving on GFC standing committees, and on bodies with membership elected by GFC, will expire on 30 June 1989. The GFC Nominating Committee will soon be seeking replacements for these members and wishes to inform the University community that vacancies will occur on the following committees/bodies:

Academic Appeals Committee (Regular and Alternate Members)
Campus Law Review Committee
Committee for the Improvement of Teaching and Learning
Conference Funds Committee
Council on Student Services
Department Chairmen Selection Committee: Panel of Members
Executive Committee (Nominees must be GFC members)
Facilities Development Committee
Library Committee
Planning and Priorities Committee
The Senate (Nominees must be GFC members)
Undergraduate Scholarship Committee
Undergraduate Teaching Awards Committee
University Appeal Board (Alternate Member)
Universities Co-ordinating Council
Writing Competence (Nominees must be from the Department of English or the Faculty of Science)

The GFC Nominating Committee invites nominations for these positions. All nominations, or expressions of interest, should be accompanied by a brief biographical sketch and be directed to:

's. M. Delane, Coordinator, GFC Nominating Committee, 5 University Hall (492-4715).

Japan's Fiscal Policy and Tax Reform." 8-22 Tory Building.

Comparative Literature

30 March, 4 p.m. Didiez Coste, San Diego State University, "Narrative and the Struggle for Consent." 326 Arts Building.

31 March, 10 a.m. Professor Coste, "Narrative vs. Lyric in Modern Poetry with Special Reference to Wallace Stevens." 326 Arts Building.

University Library and The Canadian Friends of the Bodleian

30 March, 8 p.m. Paul Morgan, senior assistant librarian (retired), Special Collections Division, Department of Printed Books, Bodleian Library, Oxford, "Fine Bindings in Oxford Libraries." L-4 Humanities Centre.

Physics

31 March, 2 p.m. G. Schmidt, Stevens Institute of Technology, "Deterministic Chaos; An Introduction." V-121 Physics Building.

7 April, 2 p.m. Serge Pineault, Université Laval, "The Neutron-Star-Comet-Dinosaur Connection." V-121 Physics Building.

Marketing and Economic Analysis

31 March, 3 p.m. Denis Johnson, "Applications of Geographical Information Systems to Marketing." Stollery Centre, Business Building.

History

31 March, 3:05 p.m. Norman Ingram, "Neither Right nor Left? . . . Or Pacifism Versus Antifascism in Late Interwar France." 2-58 Tory Building.

Zoology

31 March, 3:30 p.m. Robin Liley, Department of Zoology, University of British Columbia, "The Regulation of Reproductive Behaviour in Fish, With Emphasis Upon Rainbow Trout." M-149 Biological Sciences Centre.
7 April, 3:30 p.m. Janis Weeks, Department of Entomology, University of California-Berkeley and Department of Biology, University of Oregon, "Hormonally Mediated Changes in Neuronal Structures and Functions During Insect Metamorphosis." M-149 Biological Sciences Centre.

Boreal Institute and Zoology

3 April, noon. Sandra Zohar, "The Overwintering Behaviour of Parasitized Amphipods." B-105 Biological Sciences Centre.

Sociology

3 April, noon. Ted Hewitt, Department of Sociology, University of Lethbridge, "Recent Trends in Latin American Religion and Politics." 5-15 Tory Building.

St. Joseph's College

3 April, 2:30 p.m. Ted Hewitt, Department of Sociology, University of Lethbridge, "The Option for the Poor in Canadian Catholicism." St. Joseph's College.

Soil Science and Agricultural Engineering

5 April, 12:30 p.m. R.A. Feddes, Institute for Land and Water Management Research, Wageningen, The Netherlands, "Modelling the Soil-Water-Plant-Atmosphere System." 2-36 Earth Sciences Building.
6 April, 3 p.m. Dr. Feddes, "Water Management with Links to Agrometeorological Research and Remote Sensing." 1-13 Agriculture-Forestry Centre.

Entomology and Genetics

5 April, 4 p.m. Margaret Kidwell, University of Arizona, Tucson, "Interspecific Transfer of Transposable P Elements in *Drosophila*." M-149 Biological Sciences Centre.
6 April, 4 p.m. Dr. Kidwell, "Evolution of Regulation of Transposable Elements." TBW-1 Tory Breezeway.

The Arts

Exhibitions

FAB Gallery

Until 26 March. "Pressing Matters"—an exhibition by senior printmaking students.
Until 26 March. Anthony Caro, "Exotic Steel: The Influence of Hindu Art on Edmonton Steel Sculpture."
Until 26 March. "Norman Yates: A Celebration"—a selection of paintings executed by Professor Yates during his tenure at the University of Alberta.

Bruce Peel Special Collections

Until 25 March. "Three Centuries of John Bunyan: The Progress of a Pilgrim." B-7 Rutherford South.

Manulife Place

Until 31 March. "B.F.A. Graduating Exhibition 1989." 6th Floor, 10180 101 Street.

McMullen Gallery

Until 2 April. "Japan in Pictures." Call for gallery hours: 492-4211 or 492-8428.

Music

28 March, 8 p.m. Stage Band Concert—Neil Corlett, director. Admission.
30 March, 8 p.m. The Chamber Winds Concert—Malcolm Forsyth, director. Admission.
2 April, 3 p.m. Concert Band Concert—William H. Street, director. Admission.
2 April, 8 p.m. Madrigal Singers Concert—Robert de Grece, director. Admission.
4 April, 8 p.m. Academy Strings Concert—Norman Nelson, director. Admission.
7 April, 8 p.m. Concert Choir Concert—Bruce Wheatcroft, director. Admission.
All events in Convocation Hall. Admission: \$5/adults; \$3/students and seniors.

Intramural Programs

Open to academic and non-academic staff as well as to students. 492-5705.

Men's Program

31 March, 7 p.m. Campus Rec Intramural Awards Social. Banquet Room, Lister Hall.
4 and 6 April, 7:30 p.m. Men's Table Tennis Tournament. Education Gym.
Entry deadline: 28 March, 1 p.m.

Women's Program

31 March, 7 p.m. Campus Rec Intramural Awards Social. Banquet Room, Lister Hall.

Co-Rec Program

3 to 6 April. April Fool's Tennis Tournament. Tennis Centre. Entry deadline: 29 March, 1 p.m.

Special Events Program

3 to 6 April. Campus Rec Bookstore Basketball Tournament. Main Gym. Entry deadline: 29 March, 1 p.m.

Award Opportunities

University Women's Club of Edmonton (Canadian Federation of University Women)

The University Women's Club of Edmonton will award the 1989 Margaret Brine Graduate Scholarship for Women in the spring.

The successful candidate will hold a bachelor's degree and will have successfully completed at least one term of graduate study towards a master's or doctoral degree at the University of Alberta and must be a full-time student. Academic excellence will be the major criterion; however, need will be taken into consideration.

Application forms may be obtained from the Student Awards Office, 252 Athabasca Hall. The competition closes 15 April 1989. The award will be announced no later than 13 May 1989.

Further information may be obtained from the Academic Awards Chairman, University Women's Club of Edmonton, 436-1328.

Positions

The University of Alberta is committed to the principle of equity in employment.

In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Academic

Administrative Professional Officer, Faculty of Nursing

The Faculty of Nursing invites applications for the position of Administrative Professional Officer.

Reporting to the Dean, the APO is accountable for the planning, establishment and maintenance of an administrative support system to facilitate the teaching and research functions of the Faculty. The APO also: analyzes and interprets University and Faculty policies; designs and supervises

systems for student record keeping; and coordinates the activities of the non-academic staff.

Salary will be commensurate with qualifications and experience. The current salary range is \$30,734 to \$46,118 per annum.

Applications, including *curriculum vitae* and the names of three referees, should be forwarded to: Dr. M.J. Wood, Dean, Faculty of Nursing, 3-119 Clinical Sciences Building, University of Alberta, Edmonton, Alberta T6G 2G3, before 31 March 1989.

Research Associate Position, Ukrainian Canadian Studies

The Canadian Institute of Ukrainian Studies, University of Alberta, invites applications for a research associate position in Ukrainian Canadian studies commencing 1 September 1989. The appointment will be for a one-year period, renewable for another three years, under contract, with the option of subsequent extension. The primary responsibility of the appointee will be to carry out and organize research on the history of Ukrainians in Canada from 1924 to 1951. Candidates should have a PhD or be near to completion. Candidates should have a background in Canadian studies and 20th-century Ukrainian history. Knowledge of Ukrainian is essential, reading knowledge of Polish and German desirable.

Salary in the region of \$26,000 to \$32,000.

Closing date for applications is 1 July 1989. Applications, including *curriculum vitae* and names of three referees, should be sent to: Dr. Bohdan Krawchenko, Director, Canadian Institute of Ukrainian Studies, 352 Athabasca Hall, University of Alberta, Edmonton, Alberta T6G 2E8.

Tenure-Track Position, Philosophy of Education, Department of Educational Foundations

The Department of Educational Foundations invites applications for a tenure-track position in the field of Philosophy of Education at the Assistant Professor level effective 1 July or 1 September 1989 (subject to budgetary provisions). Current salary range is \$33,144 to \$47,280 per annum. Applicants must have a completed PhD degree and an active research and publication record.

The candidate selected will be expected to teach undergraduate/graduate courses in Philosophy of Education, preferably in social and moral philosophy, and to be interested in helping with the following activities: (a) the development of an MEd in Moral and Religious Education mainly for practicing teachers, (b) involvement in studies in the philosophy as it relates to issues in inter-cultural education. A portion of the successful candidate's assignment will include involvement in school-based collaborative activities.

Applicants should forward the following materials:

1. A formal letter of application.
2. An indication of fields of current academic interests.
3. A detailed *curriculum vitae*.
4. Three letters of reference.

These materials should be directed to: Dr. M. Kazim Bacchus, Chair, Department of Educational Foundations, Faculty of Education, 5-109 Education North, University of Alberta, Edmonton, Alberta T6G 2G5.

The closing date for applications is 15 May 1989; all documentary material must have been received by that date.

Salary in the region of \$26,000 to \$32,000.

Closing date for applications is 1 July 1989. Applications, including *curriculum vitae* and names of three referees, should be sent to: Dr. Bohdan Krawchenko, Director, Canadian Institute of Ukrainian Studies, 352 Athabasca Hall, University of Alberta, Edmonton, Alberta T6G 2E8.

Administrative Professional Officer, Department of Food Science

Applications are invited for the position of Administrative Professional Officer, Department of Food Science. The APO has major responsibilities for budget, personnel administration, facility management, and liaison with University academic and administrative units. Other duties include frequent contact with students, the public, and other educational institutions, and interaction with the food processing industry.

Applicants should have minimum qualifications of a university degree (BSc in Food Science preferred). University administrative experience a desirable asset. Effective communication skills essential.

The salary range for this position is \$28,262 to \$42,398 per annum.

Applications, with résumé and names of three referees, should be sent to: F.H. Wolfe, Chairman, Food Science Department, University of Alberta, Edmonton, Alberta T6G 2P5. Application deadline is 15 April 1989 with interviews and starting date as soon thereafter as practical.

Support Staff

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 17 March. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or listings in PSSR.

Clerk Steno II (Trust), Computer Engineering, (\$1,276-\$1,584)
Clerk Steno III (Part-time), Health Sciences Laboratory Animal Services, (\$711-\$893) (pro-rated)
Clerk Steno III (Trust), Continuing Medical Education, (\$1,421-\$1,785)
Clerk Steno III, Faculty of Agriculture and Forestry, (\$1,421-\$1,785)
Clerk Typist III, English, (\$1,421-\$1,785)
Senior Financial Records Clerk, Technical Services, (\$1,421-\$1,785)
Library Clerk III, Faculté Saint-Jean, (\$1,421-\$1,785)
Student Records Processing Clerk II (Term to 5 October 1989), Rehabilitation Medicine, (\$1,584-\$2,023)
Secretary (Trust), Faculty of Medicine, (\$1,584-\$2,023)
Secretary, Centre for Advanced Study in Theoretical Psychology, (\$1,584-\$2,023)
Administrative Clerk, Personnel Services and Staff Relations, (\$1,584-\$2,023)
Medical Steno (Trust), Medicine (Division of Infectious Diseases), (\$1,584-\$2,023)
Office Services Senior Clerk (Term to 1 January 1990), Forest Science, (\$1,785-\$2,297)
Assistant Buyer, Materials Management, (\$1,785-\$2,297)
Audio Visual Assistant, Health Sciences Media Services, (\$1,276-\$1,584)
Laboratory Assistant II, Provincial Laboratory, (\$1,276-\$1,584)
Technician I (Hourly/Trust), Rehabilitation Medicine, (\$10.83-\$13.91/hour)

Technician I (Trust/Term to 1 April 1991), Psychiatry, (\$1,643-\$2,109)
Maintenance Worker I, Housing and Food Services, (\$1,276-\$1,584)
Biology Technician II/Technologist I (Trust), Genetics, (\$1,863-\$2,611)
Engineering Technologist II, Physical Plant - Plant Operations, (\$1,939-\$2,504)
Biology Technologist I (Trust), Genetics, (\$2,023-\$2,611)
Biochemistry Technologist I/II (Trust), Biochemistry, (\$2,023-\$2,851)
Technologist I (Split-funded), Zoology, (\$2,023-\$2,611)
Laboratory Technologist I, Provincial Laboratory, (\$2,023-\$2,611)
Nurse (Trust), Medicine, (\$2,109-\$2,730)
Electronics Technician III, Physical Plant - Energy Management, (\$2,200-\$2,851)

For vacant Library positions, telephone 492-3790.

Library Assistant I, Library (Acquisitions), (\$1,469-\$1,863)

Alberta Summer Institute for Petroleum Industry Development

The Alberta Summer Institute for Petroleum Development (ASIPID) will hold its seventh program 5 June to 27 July 1989. The following positions are available: Facilitator, Technical Coordinator, and Logistics Coordinator.

The first position, that of Facilitator, offers an hourly wage of \$9.50. There is a position for the period of 28 April to 4 August, and two positions from 29 May to 4 August.

The monthly wage for Technical Coordinator (28 April to 14 August) and Logistics Coordinator (28 April to 18 August) is \$1,750.

Complete job descriptions may be obtained from Alberta International, 222 Campus Tower, 8625 112 Street, Edmonton, Alberta T6G 0Y1.

Applicants for these positions should submit a résumé, three references, a driver's abstract, and appropriate documentation by 5 April to: Mr. J.G. Campbell, Director, Alberta Summer Institute for Petroleum Industry Development, Alberta International, at the above address.

Advertisements

Accommodations available

Rent - Grandview. 2,300 sq. ft. split-level. Quiet crescent, pie-shaped lot. September 1989 to April 1990. Appliances, jacuzzi, microwave. \$1,350/month. Western Relocation Services Limited, 438-1044.
Rent - Lendrum. Three-bedroom house. Finished basement, partially furnished. Available 1 July 1989 for 14 months. Single garage. Western Relocation Services Limited, 438-1044.
Rent - Riverdale. Sparkling, new, two-storey, two-bedroom home. March 1989. \$1,200/month. Western Relocation Services Limited, 438-1044.
Rent - Country living downtown! Unique setting, near river, one-bedroom, furnished home. May 1989. Two-year lease preferred. \$900/month. Western Relocation Services Limited, 438-1044.
Sale - Riverbend. 4,600 sq. ft., deluxe, brick home. Post and beam construction, all appliances, drapes. Large lot, river valley view. Mature trees. \$429,000. Drive by 14316 63 Ave. 436-3179 for appointment.
Sale - University area. \$98,500. Nicely upgraded, three-bedroom semi, comfortable basement suite, hardwood floors. Ed Lastiwka, 437-7480, 437-4984, Royal LePage Realty.
Rent - Greenfield. 1 August 1989-30 June

1990. Fully-furnished, four-bedroom bungalow, garage. Close to French immersion elementary schools, 15 minute bus to University. \$800 plus utilities. 435-5488.

Sale - Owner. Old Riverbend, 2,066 sq. ft., four-level split, family room, fireplace, patio doors, deck, four bedrooms plus one, central vacuum, dishwasher, double detached garage, mature landscaping. \$144,900. 434-7802.

Rent - University/Garneau area. Fully furnished, newer, three-bedroom bi-level. Garage, sundeck. Prefer non-smoking. 1 May-1 September. 998-3988.

Sale - University/Belgravia. Spectacular, contemporary, two storey, three bedroom plus den. Enclosed sunroom, beautiful condition. Asking \$158,000. Ed Lastiwka, 437-7480, 437-4984, Royal LePage Realty.

My specialty, University area homes. For an up-to-date list of homes and properties and/or a free market evaluation, please call John Weitzel, 488-2000. NRS National 2000 Realty.

Rent - Four-bedroom, furnished home with beautiful, outdoor swimming pool and jacuzzi. Lansdowne. Available from September 1989-August 1990. 492-3516, 434-3116.

Rent - Fully-furnished townhouse. May-July. \$695. 435-1710 or 492-5731 bus.

Rent - July 1989-July 1990. Four bedroom, fully furnished, Mill Creek. Piano, many appliances. Ideal for relocation, study leave family. 433-8510.

Sale - Luxury home and professional office with separate entrances. Superior energy, environmental and security features. Outstanding location only minutes from University. Wheelchair compatible. \$279,000. Dave O'Neil, Re/Max Real Estate, 481-2950.

Rent - Large, luxurious, furnished home in Bears paw, for one year beginning July 1989. Prefer to leave family dog with home. Rent \$1,000-\$1,400/month depending on terms. 435-8667.

Sale - Ravine bungalow west end. Three bedrooms, close to amenities. Resi Richter, Royal LePage, 483-9432.

Sale - Contemporary bungalow, Valleyview. Three bedrooms, family room. Near river valley. Resi Richter, Royal LePage, 483-9432.

Sale - Laurier. Brick bungalow, 1,950', three bedrooms, family room, fully developed basement, pool, jacuzzi. Resi Richter, Royal LePage, 483-9432.

Rent - Four-bedroom house with fireplace, sundeck. Available furnished, August, for one year. \$900 plus utilities. 492-2302 or 436-8808.

Rent - Comfortable, large, old heritage home, to share with owner. Inglewood/Westmount, renovated, furnished, laundry, etc. \$250 plus utilities. 10969 126 St. Chris, 428-4987 days, 452-1337 home.

Sale - Grandview Heights. Beautiful, three-bedroom bungalow. Well

maintained, immaculate. Quiet neighborhood. Close to shopping, University and downtown. Call Joan Lynch, Spencer Real Estate, 436-5250 or 433-9025.

Accommodations wanted

Architect's family, presently housesitting for study leave, interested in providing this service for 1-2 years. University area, commencing anytime-September 1989. 439-1872 after 6 p.m.

Professional housesitter will care for your home for four months or longer, beginning September or October. References. 435-2453.

Scottish physician requires furnished accommodation 15 April-31 August. One bedroom, living room with sofa bed, kitchen. J. Waters, 427-5263 (bus), 962-0517 evenings.

Mature, single, PhD student will housesit beginning September, 1989. Call Calgary, 251-2954.

Goods for sale

Cash paid for appliances, 432-0272. Sanyo turntable AM/FM radio component including speakers. Excellent condition. \$75. Contact Violet Archer, 433-7697.

Services

Donnic Word Processing - Since 1978, specializing in theses, manuscripts, etc. 453-2769.

Backaches? Stress tension? Special therapy at Back-Basics (supplementary health care reimburses treatment costs). Maria Krieg is a spine specialist, university-trained in Düsseldorf. 11610 75 Ave. 436-8059.

E.T. Tailors. Specializing in ladies' apparel, alterations. Imported fabric. 469-6292.

Old-fashioned interior plastering. Refinishing, repairs. Drywall services. All work guaranteed, references. Repair old plaster walls like new. If you appreciate quality, please phone Stan, 479-6640, 459-5084 after 6 p.m.

American tax returns. Eberlein Consulting, 434-0563.

Blue Quill word processing, term papers, professional editing. 437-4356. Auto repairs/evaluations. Automotive teacher/mechanic. Professional/mechanical evaluation, \$35. Tune-up/electrical, etc. Very reasonable. Appointment, 473-6286.

Caesar came, saw, conquered - in Turkey! This autumn join the others: Alexander the Great, Hannibal, St. Paul, Constantine, Barbarossa, Mongol hordes. Golden Horn Tours, 10115 150 St. T5P 1P2. 483-8288, 435-2129.

David Richards Carpentry, certified journeyman. Framing, finishing, drywall taping, plumbing, electrical, plus all types of residential and commercial services. References. 437-0794.

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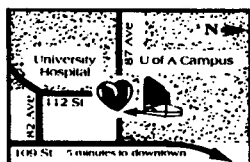
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